

**WDTV/WVFX
EEO PUBLIC FILE REPORT
JUNE 1, 2020 TO MAY 31, 2021**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
News Director (1)	1-5	1
Producer (3)	1-4	1,1,1
Digital Content Producer (1)	1-4	4
Meteorologist (3)	1,2,3,5,6,7	1,1,1
Anchor (3)	1-8	1,3,3
MMJ Reporter (2)	1-8	1,1
IT Engineer (1)	1,9	9
Sales Assistant (2)	1,9	1,1

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	GRAY TV CAREERS SITE – https://gray.tv/careers#currentopenings ALL POSITION POSTED TO THIS SITE ARE AUTOMATICALLY POSTED TO INDEED.COM	NO	36
2	TV JOBS WEBSITE https://www.tvjobs.com/	NO	1
3	DIGITAL CAREER OPPORTUNITIES WORLDWIDE (FACEBOOK GROUP) https://www.facebook.com/groups/219265668716793	NO	2
4	WEST VIRGINIA UNIVERSITY Contact: Eric Minor/Gina Martino Francis Director of Student Careers and Opportunities West Virginia University Reed College of Media Room 104B Martin Hall 304-293-6117	NO	4
5	3Kings Entertainment (agent) 3117 N. HOYNE AVE CHICAGO, IL 606180 Matthew Kingsley (773) 687-8410 matthew@3kingsentertainment.net	NO	0
6	A TV JOBS HIRING WEBSITE www.reelmediagroup.com Stephanie Tsoflias Siegel 610-659-8583	NO	0
7	DCA TALENT 124 AMMONS, RALEIGH, NC 27615-6501 DAVID CRANE (919)-870-9121	NO	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	PENN STATE METEOROLGY AND ATMOSPHERE SCIENCE Marisa A. Ferger Penn State Weather Communications Group Department of Meteorology and Atmospheric Science 503 Walker Building University Park, PA 16802 814-865-5873	NO	0
9	Other Outside Referral		1
10	Walk-In		
(etc.)			
TOTAL INTERVIEWEES OVER REPORTING PERIOD			45

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participated in a Virtual Career Day	On 3-3-21, WDTV/WVFX participated in a Virtual Career Day hosted by Johnston Elementary School. Our promotions Director attended and spoke with participants about jobs in broadcasting.
2	EEO Recruitment Spots	During the reporting window our stations run a 30 second spot on air to notify all community groups and organizations of the availability of vacancies.
3	EEO Training	On Nov 19, 2020, Joan Stewart, Wiley Rein LLP, conducted a webinar outlining the FCC EEO rules. This was attended by WDTV office manager.
4	Participated in a Career Day	On 5-20-21, WDTV/WVFX participated in a Career Day hosted by Region VI Workforce Development. Our promotions Director and Local Sales Manager attended and spoke with participants about jobs in broadcasting.
5	Participated in training series Foundations in Diversity, Equity and Inclusion	July 9 – August 6, 2020, our General Manager and News Director participated in a training series “Foundations in Diversity, Equity and Inclusion” from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gender language, race, class and ability, how to apologize effectively.